



# APHIS LEADERSHIP ROADMAP

## Recommended Learning Experiences

		Employee Level and Core Competencies	Learning Experiences
Leading & Managing Organizations	<b>EXECUTIVE</b>	<u>Executive</u> Entrepreneurship External Awareness Vision	<ul style="list-style-type: none"> <li>Complete a 360° assessment and attend feedback session</li> <li>Have a mentor/coach and/or be a mentor/coach</li> <li>Engage in executive coaching</li> <li>Participate in executive-level task force committees</li> <li>Within first year as new Executive, conduct formal Leadership Transition workshop with staff</li> <li>Complete self-study online courses</li> <li>Engage in self-directed learning through books, tapes and/or seminars</li> </ul>
Leading & Managing Programs	<b>MANAGER</b>	<u>Manager</u> Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management	<ul style="list-style-type: none"> <li>Complete a 360° assessment and attend feedback session</li> <li>Have a mentor/coach and/or be a mentor/coach</li> <li>Participate in a detail outside of USDA/Congressional Fellowship</li> <li>Within first year as new Manager, conduct formal Leadership Transition workshop with staff</li> <li>Participate as a member of Governmental, Intergovernmental, and/or program task force committees</li> <li>Develop an Individual Development Plan (IDP)</li> <li>Engage in self-directed learning through books, tapes and/or seminars</li> <li>Complete self-study online courses</li> </ul>
Leading & Managing People	<b>SUPERVISOR</b>	<u>Supervisor</u> Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity	<ul style="list-style-type: none"> <li>Complete a 360° assessment and attend feedback session</li> <li>Have a mentor/coach and/or be a mentor/coach</li> <li>Participate in a detail within USDA /program /agency</li> <li>Serve as a representative on a program /agency/ department committee</li> <li>Develop an Individual Development Plan (IDP)</li> <li>Complete a formal Supervisory Training program</li> <li>Complete self-study online courses</li> <li>Within first year as new Supervisor, conduct formal Leadership Transition workshop with staff</li> <li>Engage in self-directed learning through books, tapes and/or seminars</li> </ul>
Managing Projects	<b>PROJECT MGR. &amp; TEAM LEADER</b>	<u>Project Manager &amp; Team Leader</u> Decisiveness Influencing/Negotiating Team Building Technical Credibility	<ul style="list-style-type: none"> <li>Complete a 360° assessment and attend feedback session</li> <li>Have a mentor/coach and/or be a mentor/coach</li> <li>Participate in a detail within APHIS</li> <li>Visit program sites/field/headquarters</li> <li>Serve as a member of a APHIS-wide special project team</li> <li>Develop an Individual Development Plan (IDP)</li> <li>Complete a formal Project Management training</li> <li>Participate in external education and training courses</li> <li>Complete self-study online courses</li> <li>Engage in self-directed learning through books, tapes and/or seminars</li> </ul>
Managing Yourself	<b>ALL EMPLOYEES</b>	<u>All Employees</u> Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication	<ul style="list-style-type: none"> <li>Develop an IDP with supervisor</li> <li>Have a mentor/coach and/or be a mentor/coach</li> <li>Engage in some cross training within program</li> <li>Volunteer for collateral duty assignments and/or specific projects</li> <li>Join and become active in outside professional organizations</li> <li>Participate in external education and training courses</li> <li>Complete self-study online courses</li> <li>Engage in self-directed learning through books, tapes and/or seminars</li> </ul>



# APHIS LEADERSHIP ROADMAP

## Recommended Course Options

		Employee Level and Core Competencies	Available Offerings
Leading & Managing Organizations	<b>EXECUTIVE</b>	<u>Executive</u> Entrepreneurship External Awareness Vision	<ul style="list-style-type: none"> <li>Institutions of Higher Learning, i.e. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc.</li> <li>Mandatory Agency training courses</li> <li>AgLearn Senior Leadership Development Channel</li> <li>Senior Executive Service (SES) Forums</li> <li>APHIS Leadership Seminar Series</li> <li>APHIS Executive Development Guide (resource)</li> </ul>
Leading & Managing Programs	<b>MANAGER</b>	<u>Manager</u> Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management	<ul style="list-style-type: none"> <li>Advanced Leadership Development Program (GS 12-14 supervisors)</li> <li>Situational Frontline Leadership/Situational Leadership II</li> <li>Federal Executive Institute's (FEI) - Leadership for a Democratic Society</li> <li>Institutions of Higher Learning, i.e. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc.</li> <li>Senior Executive Service (SES) - Candidate Development Program</li> <li>Office of Personnel Management (OPM) - Management Development Center Programs/Leadership courses</li> <li>External management courses</li> <li>APHIS Leadership Seminar Series</li> <li>Mandatory Agency training courses</li> <li>APHIS Executive Development Guide (resource)</li> <li>AgLearn online training courses</li> </ul>
Leading & Managing People	<b>SUPERVISOR</b>	<u>Supervisor</u> Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity	<ul style="list-style-type: none"> <li>Fundamentals of APHIS Human Resource Management (FAHRM)</li> <li>Advanced Leadership Development Program (GS 12-14 supervisors)</li> <li>Intermediate Leadership Development Program (GS 7-11)</li> <li>Situational Frontline Leadership</li> <li>APHIS Leadership Seminar Series</li> <li>Crucial Conversations</li> <li>Mandatory Occupational Safety &amp; Health Administration course</li> <li>External Supervisory courses</li> <li>Mandatory Agency training courses</li> <li>AgLearn online training courses</li> </ul>
Managing Projects	<b>PROJECT MGR. &amp; TEAM LEADER</b>	<u>Project Manager &amp; Team Leader</u> Decisiveness Influencing/Negotiating Team Building Technical Credibility	<ul style="list-style-type: none"> <li>Leadership Development Program for Team Leaders and Project Managers</li> <li>APHIS International Training Program (AITP)</li> <li>Situational Frontline Leadership/Situational Self Leadership</li> <li>So You Think You Want To Be a Supervisor Seminar</li> <li>Crucial Conversations</li> <li>APHIS Leadership Seminar Series</li> <li>External Project Manager/Team Leader courses</li> <li>Mandatory Agency training courses</li> <li>AgLearn online training courses</li> </ul>
Managing Yourself	<b>ALL EMPLOYEES</b>	<u>All Employees</u> Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication	<ul style="list-style-type: none"> <li>Basic Leadership Development Program (GS 4-6)</li> <li>Intermediate Leadership Development Program (GS 7-11)</li> <li>Administrative Career Development Services (ACDS)</li> <li>Situational Self Leadership</li> <li>Presentation Skills training</li> <li>Myers Briggs Type Indicator (MBTI) Assessment</li> <li>Crucial Conversations</li> <li>So You Think You Want To Be a Supervisor Seminar</li> <li>Mandatory Agency training courses</li> <li>External Courses:               <ul style="list-style-type: none"> <li>✓Writing</li> <li>✓Problem Solving</li> <li>✓Conflict Management</li> </ul> </li> <li>AgLearn online training courses</li> </ul>